



W.K. KELLOGG FOUNDATION U.S.-BASED WORKFORCE AND BOARD COMPOSITION REPORT

by Race/Ethnicity, Gender and Job Category

Aug. 31, 2019

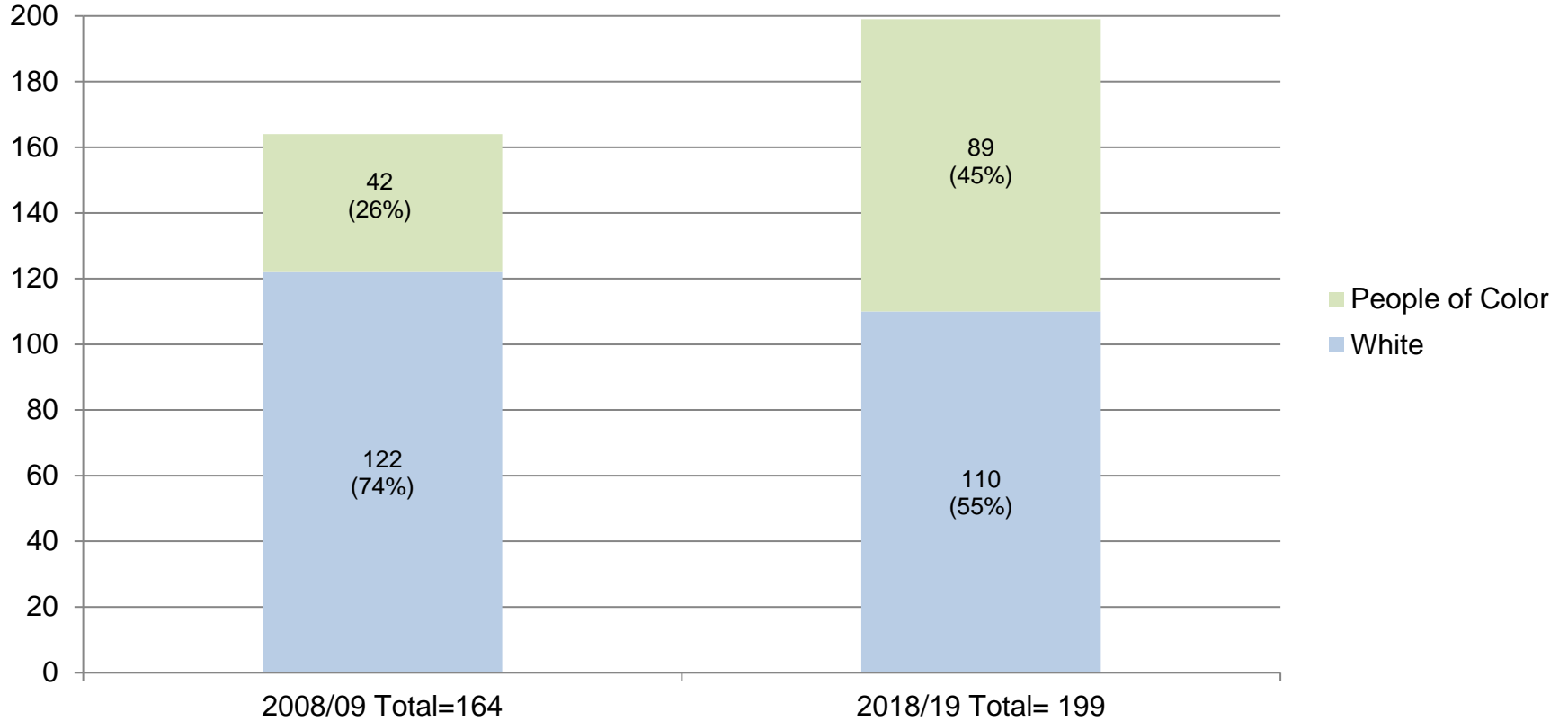


A group of diverse professionals are sitting at an outdoor table in a courtyard, smiling and engaged in conversation. The scene is set in a bright, sunny outdoor environment with trees and a brick building in the background. The group consists of several individuals of various ethnicities and ages, all appearing to be in a professional setting. A dark blue semi-transparent banner is overlaid across the bottom half of the image, containing the title text in white. In the bottom right corner, there is a small orange square logo with the letters 'Wk' stacked above 'KF' in white.

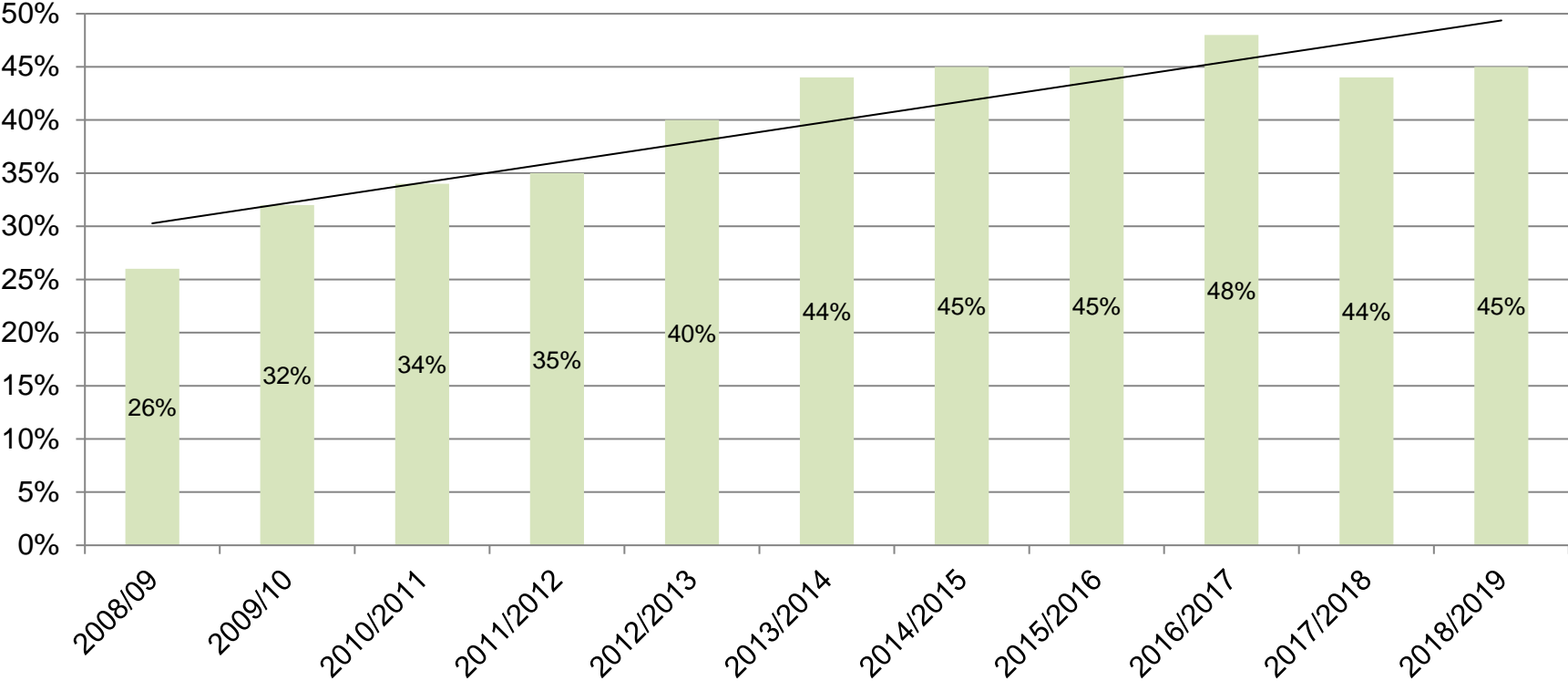
WORKFORCE COMPOSITION AND CHANGE OVER TIME

U.S.-based Workforce Representation by Race/Ethnicity

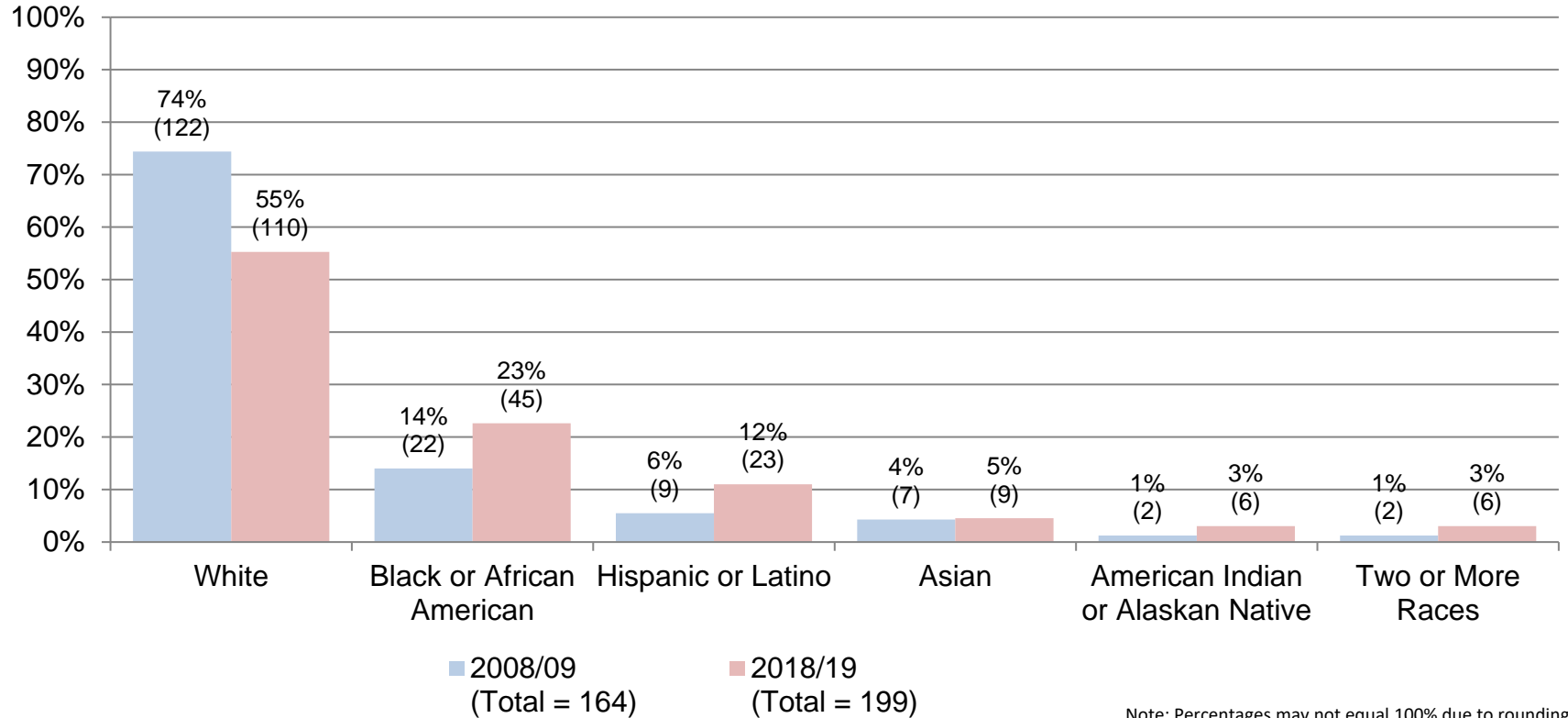
10-Year Comparison (2008/09-2018/19)



U.S.-based Workforce Composition People of Color Staff Representation Trend 10-Year Period (2008/09-2018/19)

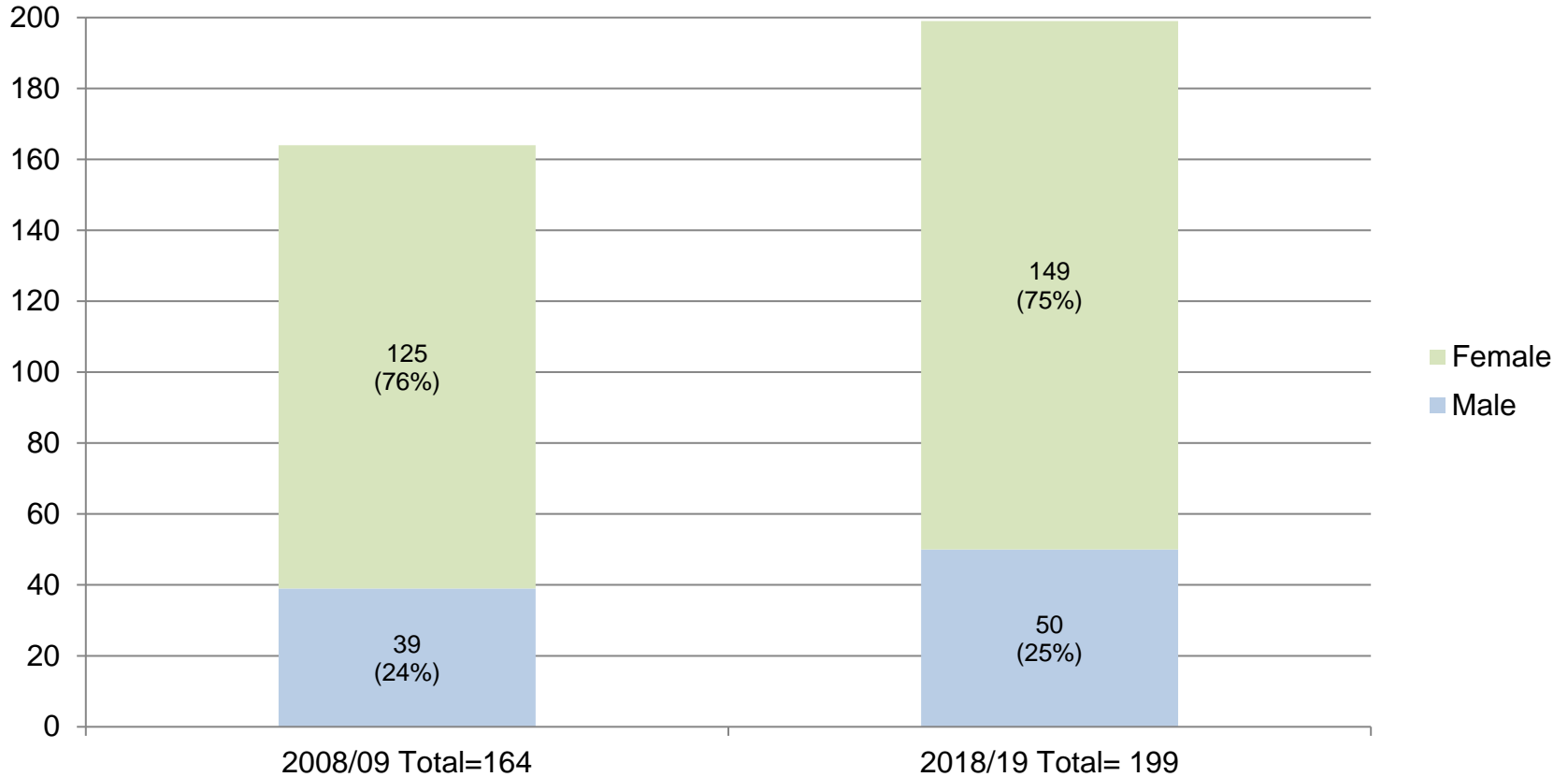


U.S.-based Workforce Composition by Race/Ethnicity 10-Year Comparison (2008/09-2018/19)



Note: Percentages may not equal 100% due to rounding.

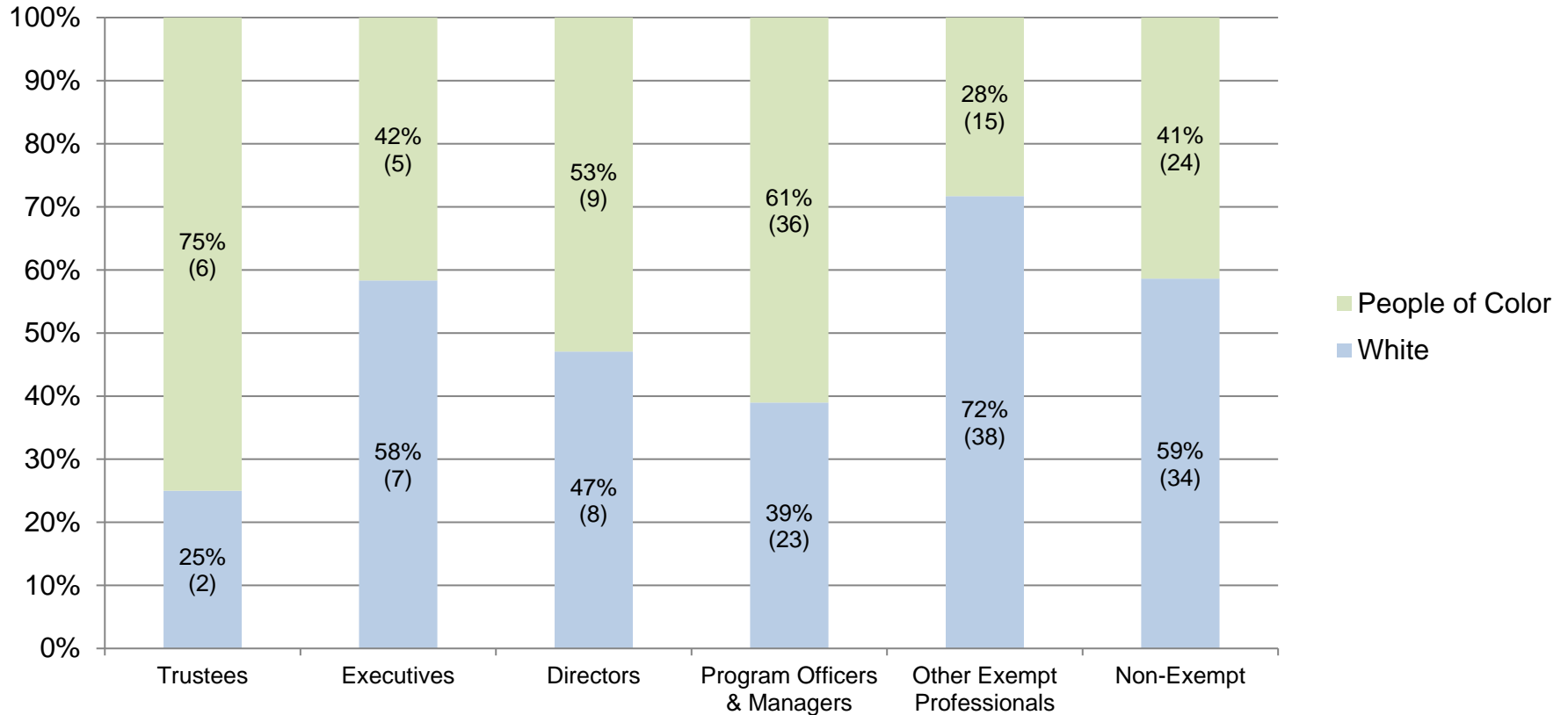
U.S.-based Workforce Representation by Gender 10-Year Comparison (2008/09-2018/19)



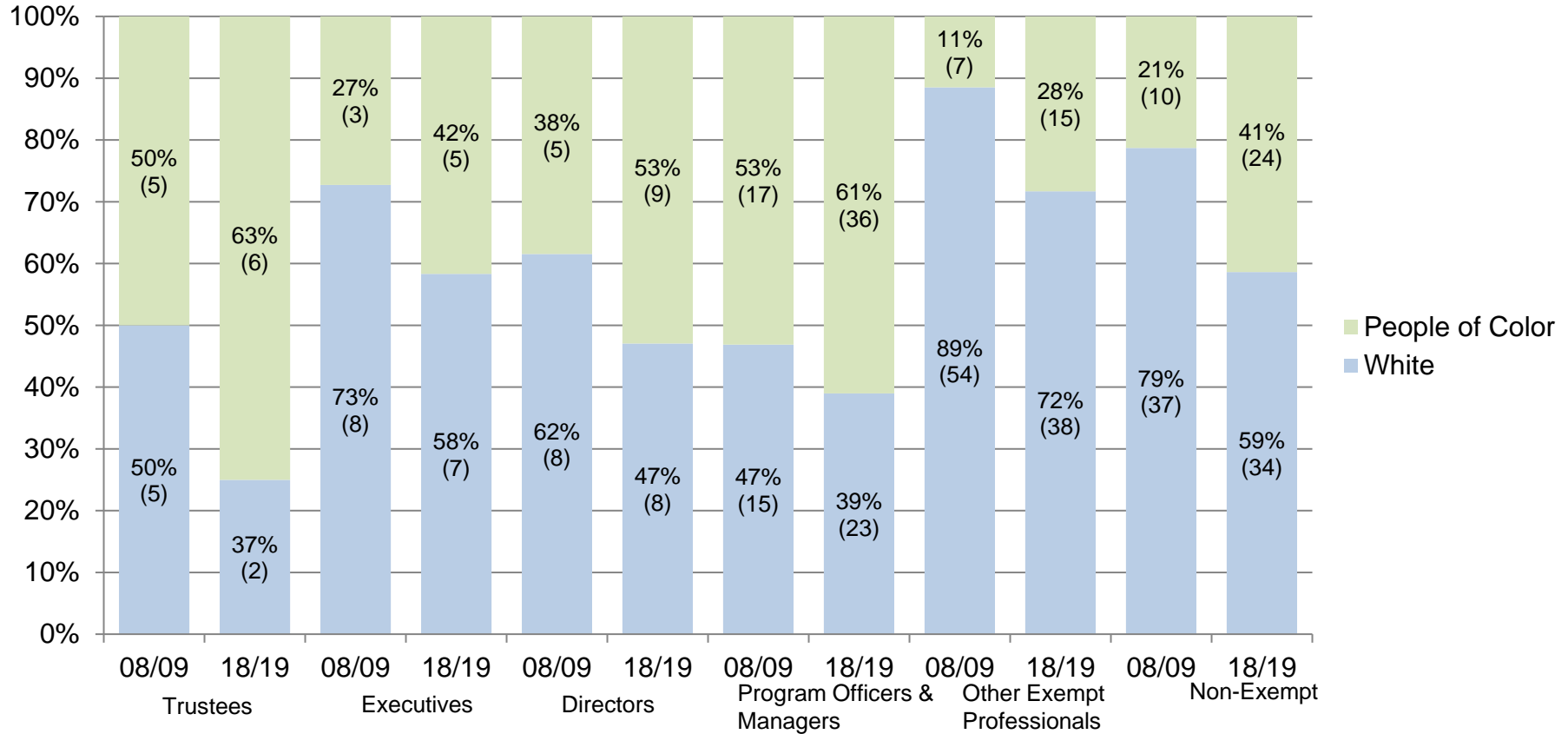


WORKFORCE COMPOSITION BY JOB CATEGORY

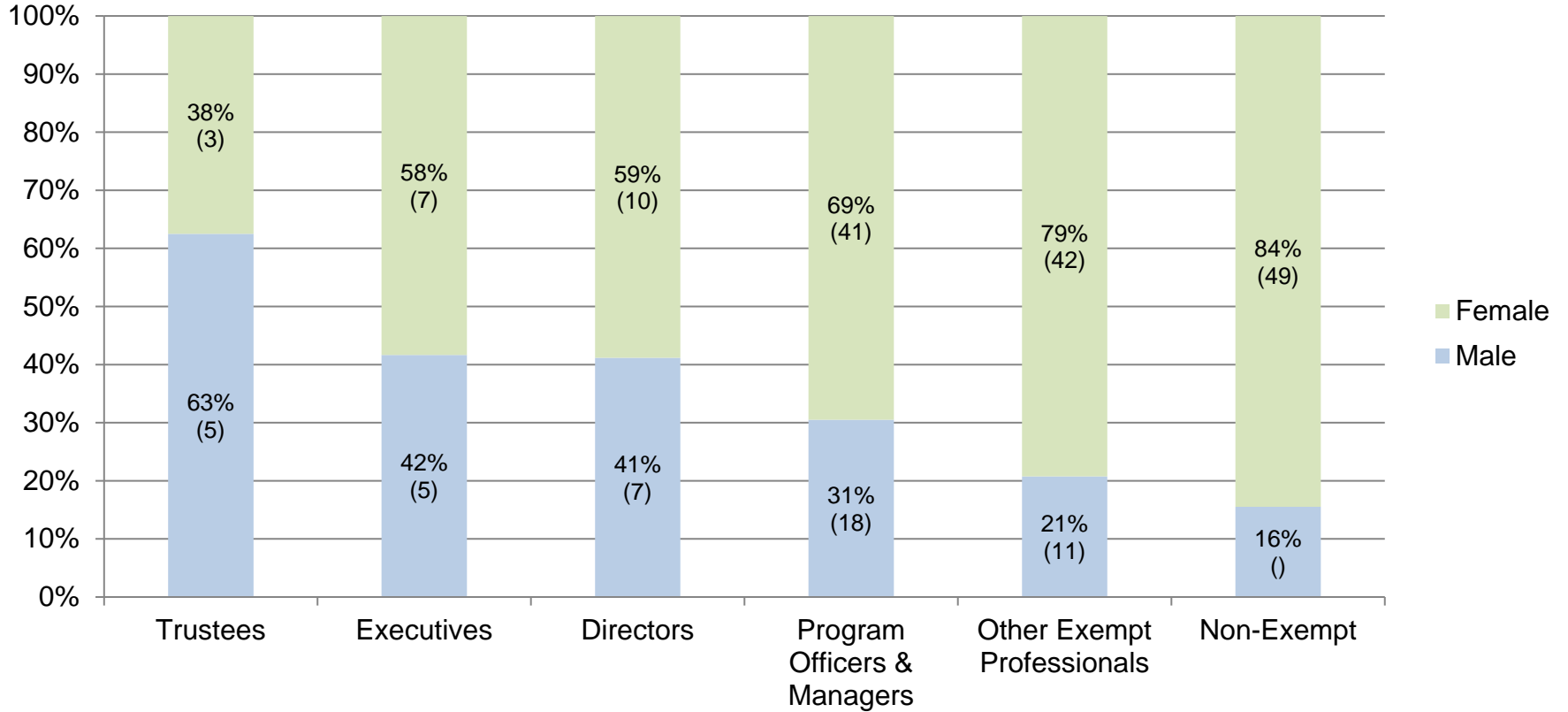
U.S.-based Workforce Composition by Race/Ethnicity and Job Category as of August 31, 2019



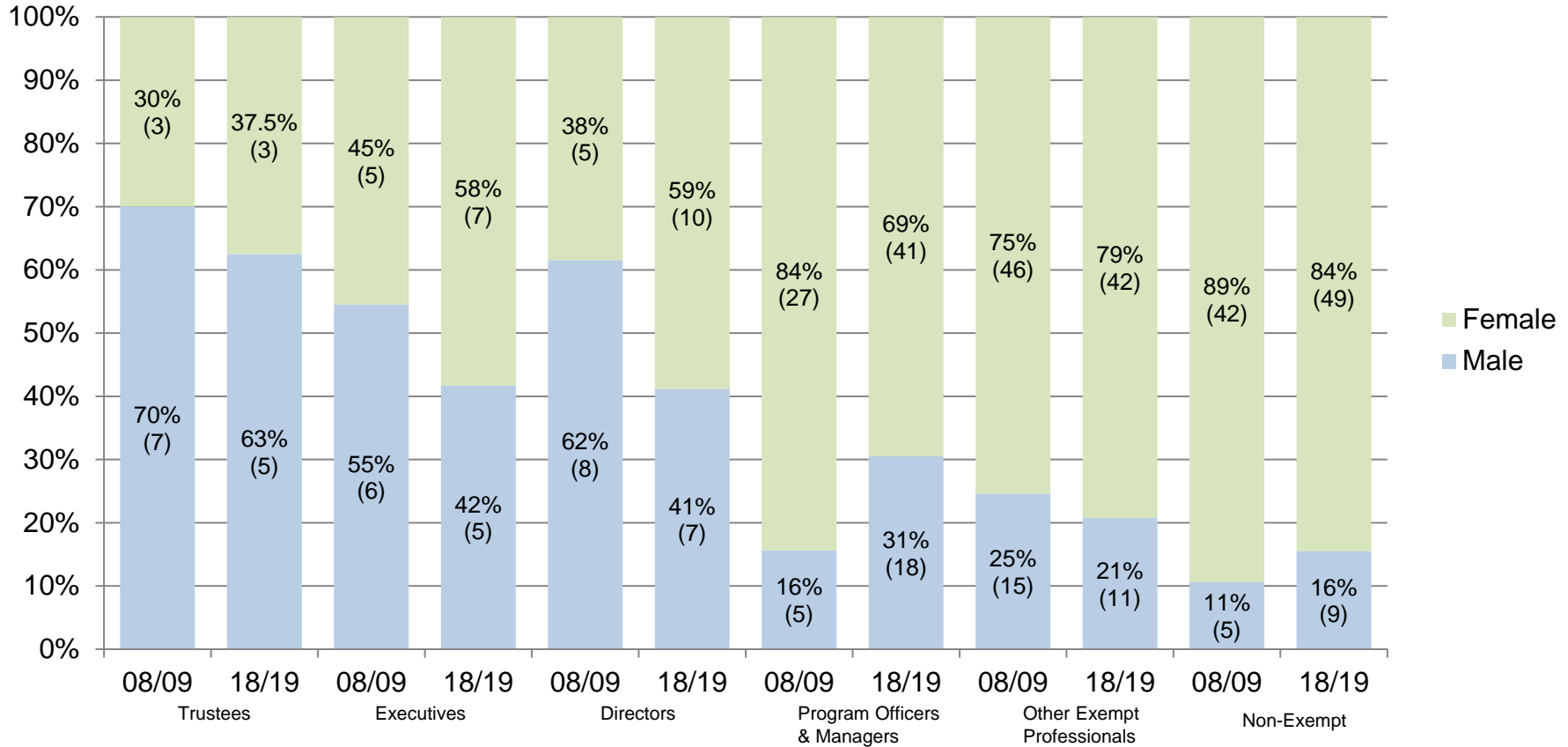
U.S.-based Workforce Representation by Race/Ethnicity and Job Category 10-Year Comparison (2008/09-2018/19)



U.S.-based Workforce Composition by Gender and Job Category as of August 31, 2019



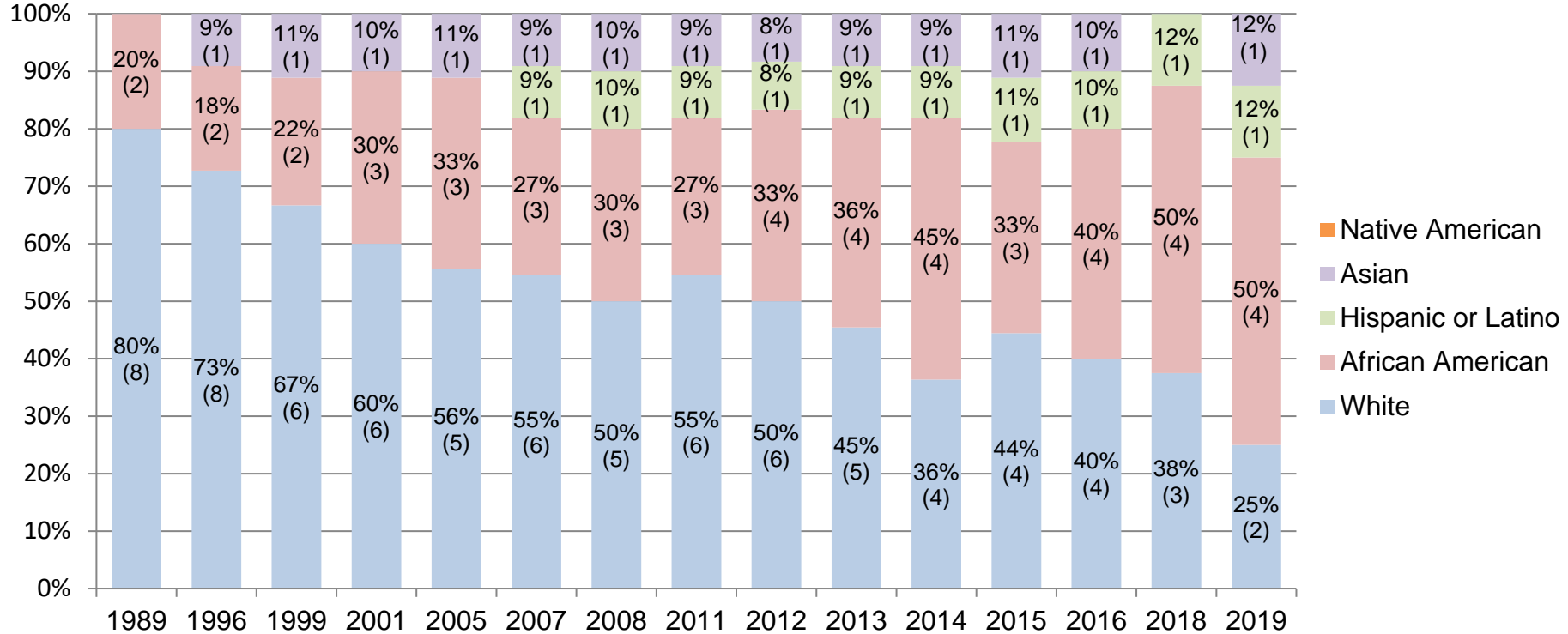
U.S.-based Workforce Composition by Gender and Job Category 10-Year Comparison (2008/09-2018/19)





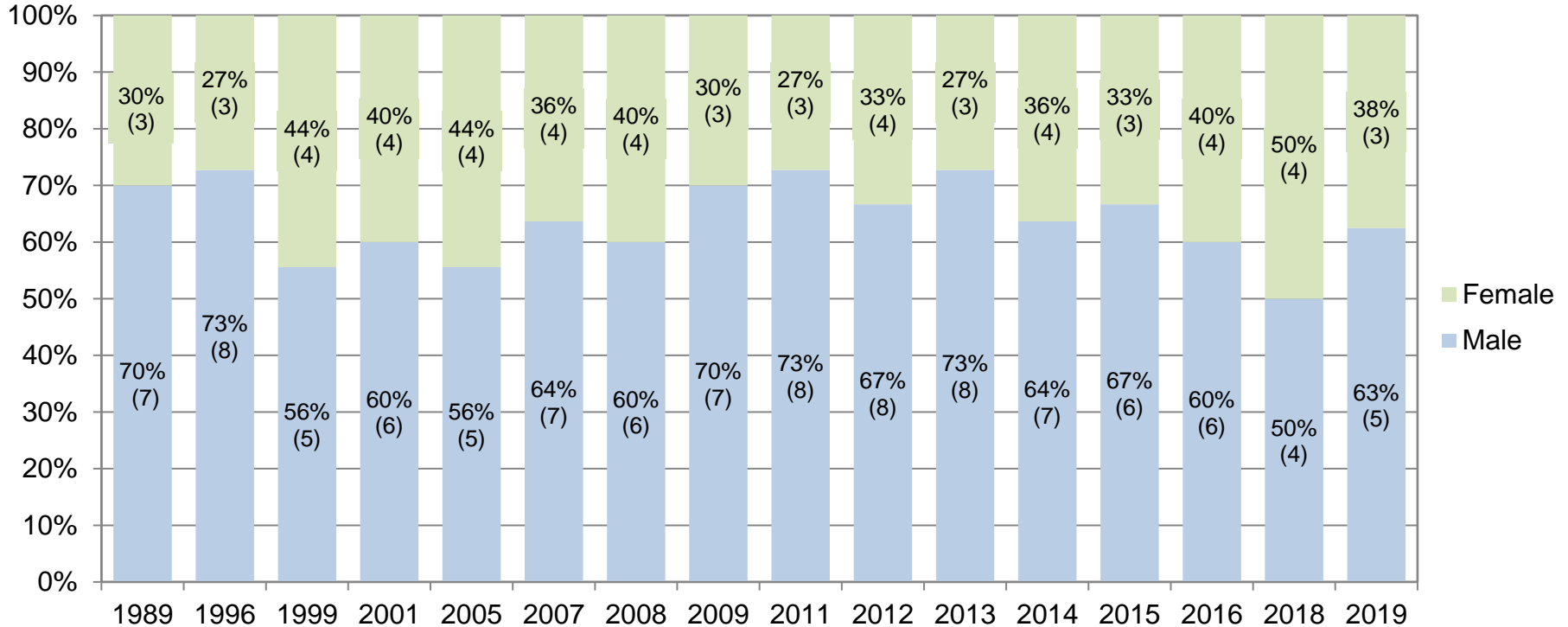
BOARD COMPOSITION

Board of Trustees Race/Ethnicity Composition 30-Year Period (1989-2019)



Note: No data is shown for years in which there were no changes. Percentages may not equal 100% due to rounding.

Board of Trustees Gender Composition 30-Year Period (1989-2019)

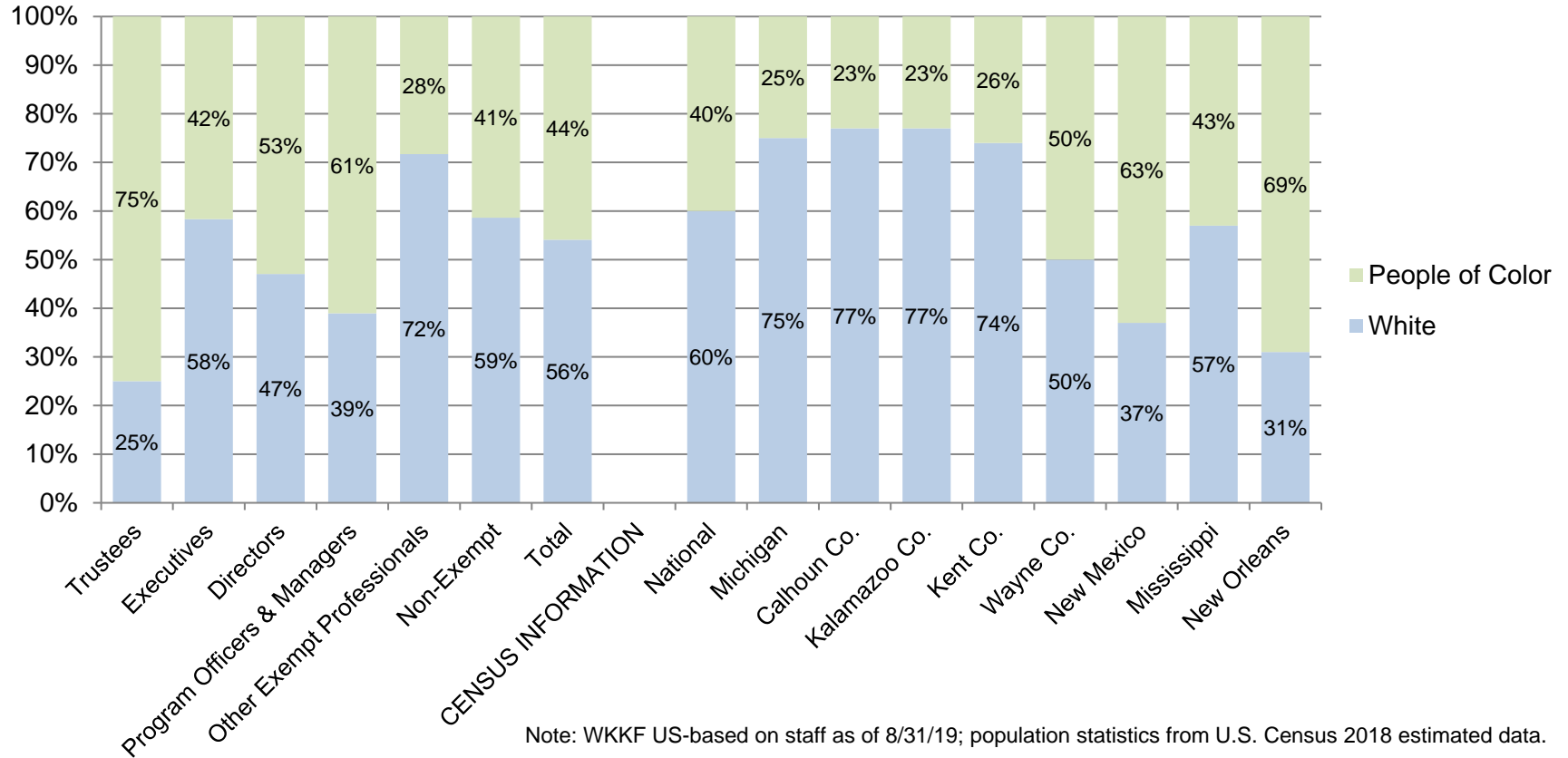


Note: No data is shown for years in which there were no changes



WORKFORCE COMPARISON TO SELECTION POPULATION STATISTICS

U.S.-based Workforce Compared to Select Population Statistics by Race/Ethnicity



Note: WKKF US-based on staff as of 8/31/19; population statistics from U.S. Census 2018 estimated data.